

Whistleblowing & Speak-Up Policy

K Dean Building Services Ltd

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1. Purpose

K Dean Building Services Ltd encourages employees and others working on our behalf to raise genuine concerns about wrongdoing, unsafe practice, fraud, bribery, modern slavery, serious environmental harm, data misuse or attempts to conceal such matters.

2. How to Raise a Concern

Concerns may be raised with a line manager, Project Manager or Director. Where the concern involves the normal reporting route, it should be raised directly with another Director or senior manager.

3. Protection

Concerns raised honestly and in good faith will be treated seriously. Retaliation, victimisation or deliberate disadvantage because someone has raised a genuine concern is not acceptable. Confidentiality will be protected as far as reasonably practicable and consistent with a fair investigation and legal obligations.

4. Investigation

The Company will assess the concern, preserve relevant information, investigate proportionately and take corrective, disciplinary, contractual or external-reporting action where appropriate.

Reference Framework

This document is intended to support K Dean Building Services Ltd management arrangements and should be read alongside applicable legislation, client requirements, project-specific documentation and competent professional advice. Key references include:

- Public Interest Disclosure Act 1998
- Employment Rights Act 1996 - protected disclosures

Director Approval

This document has been reviewed and approved on behalf of K Dean Building Services Ltd by the Company Director and will be reviewed at least annually, or sooner where legislation, company arrangements, client requirements or operational risks change.



This public controlled copy does not display a handwritten signature. Approval is recorded within the Company controlled-document system.

Approved on behalf of

K Dean Building Services Ltd

Approved by

Company Director

Approval date

16 August 2026